North West: Moretele(NW371) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 16 635 | 10 494 | | 11 091 | | 11 091 | 11 670 | 12 475 | 13 335 |
| Pension and UIF Contributions | | | 1 578 | | 2 577 | | 2 577 | 2 750 | 2 940 | 3 143 |
| Medical Aid Contributions | | | 28 | | | | | | | |
| Motor Vehicle Allowance | | | 4 034 | | 4 295 | | 4 295 | 4 862 | 5 198 | 5 556 |
| Cellphone Allowance | | | 1 336 | | 1 148 | | 1 148 | 1 627 | 1 739 | 1 859 |
| Housing Allowances | | | | | 198 | | 198 | | | |
| Other benefits and allowances | | | | | 111 | | 111 | 117 | 125 | 133 |
| **Sub Total - Councillors** | | **16 635** | **17 470** | | **19 419** | | **19 419** | **21 026** | **22 476** | **24 027** |
| **% increase** | 4 | | **5.0%** | **(100.0%)** | | **(100.0%)** | | **8.3%** | **6.9%** | **6.9%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | 7 242 | | 7 242 | 7 749 | 8 292 | 8 872 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | 604 | | 604 | 646 | 691 | 739 |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | **7 846** | | **7 846** | **8 395** | **8 983** | **9 611** |
| **% increase** | 4 | | | | | **(100.0%)** | | **7.0%** | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 56 624 | 42 587 | | 58 876 | 58 876 | 58 876 | 67 404 | 66 023 | 70 571 |
| Pension and UIF Contributions | | | 6 706 | | 9 918 | | 9 918 | 12 234 | 13 078 | 13 980 |
| Medical Aid Contributions | | | 3 376 | | 5 761 | 5 761 | 5 761 | 6 866 | 7 340 | 7 847 |
| Overtime | | | 1 293 | | 2 880 | 2 880 | 2 880 | 3 064 | 3 275 | 3 501 |
| Performance Bonus | | | 2 397 | | 3 645 | 3 645 | 3 645 | 3 884 | 4 151 | 4 437 |
| Motor Vehicle Allowance | | | 7 609 | | 6 379 | 6 379 | 6 379 | 6 958 | 7 438 | 7 951 |
| Cellphone Allowance | | | | | 922 | 922 | 922 | 963 | 1 029 | 1 100 |
| Housing Allowances | | | 186 | | 124 | 124 | 124 | 133 | 142 | 151 |
| Other benefits and allowances | | | 824 | | 440 | 440 | 440 | 482 | 515 | 551 |
| Payments in lieu of leave | | | 2 488 | | | | | | | |
| Long service awards | | | 301 | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **56 624** | **67 767** | | **88 942** | **79 025** | **88 942** | **101 987** | **102 992** | **110 090** |
| **% increase** | 4 | | **19.7%** | **(100.0%)** | | **(11.2%)** | **12.5%** | **14.7%** | **1.0%** | **6.9%** |
| **Total Parent Municipality** | | **73 259** | **85 237** | | **116 207** | **79 025** | **116 207** | **131 408** | **134 451** | **143 728** |
| **% increase** | 4 | | **16.4%** | **(100.0%)** | | **(32.0%)** | **47.1%** | **13.1%** | **2.3%** | **6.9%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **73 259** | **85 237** | | **116 207** | **79 025** | **116 207** | **131 408** | **134 451** | **143 728** |
| **% increase** | 4 | | **16.4%** | **(100.0%)** | | **(32.0%)** | **47.1%** | **13.1%** | **2.3%** | **6.9%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **56 624** | **67 767** | | **96 788** | **79 025** | **96 788** | **110 382** | **111 975** | **119 701** |

North West: Madibeng(NW372) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 17 313 | 18 216 | 19 185 |
| Pension and UIF Contributions | | | | | | | | 1 537 | 1 627 | 1 718 |
| Medical Aid Contributions | | | | | | | | 988 | 1 165 | 1 341 |
| Motor Vehicle Allowance | | | | | | | | 5 744 | 6 083 | 6 422 |
| Cellphone Allowance | | | | | | | | 1 418 | 1 502 | 1 586 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **27 000** | **28 593** | **30 251** |
| **% increase** | 4 | | | | | | | | **5.9%** | **5.8%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 8 301 | 8 848 | 9 341 |
| Pension and UIF Contributions | | | | | | | | 1 250 | 1 798 | 1 899 |
| Medical Aid Contributions | | | | | | | | 679 | 719 | 759 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 54 | 57 | 60 |
| Cellphone Allowance | | | | | | | | 84 | 89 | 94 |
| Housing Allowances | | | | | | | | 1 597 | 1 691 | 1 786 |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **11 965** | **13 202** | **13 938** |
| **% increase** | 4 | | | | | | | | **10.3%** | **5.6%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 235 096 | 251 058 | 266 749 |
| Pension and UIF Contributions | | | | | | | | 54 205 | 56 462 | 58 719 |
| Medical Aid Contributions | | | | | | | | 21 277 | 22 592 | 23 906 |
| Overtime | | | | | | | | 26 556 | 28 182 | 29 807 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 17 678 | 18 720 | 19 763 |
| Cellphone Allowance | | | | | | | | 426 | 452 | 477 |
| Housing Allowances | | | | | | | | 2 048 | 2 168 | 2 289 |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | 11 602 | 12 286 | 12 971 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **368 887** | **391 920** | **414 682** |
| **% increase** | 4 | | | | | | | | **6.2%** | **5.8%** |
| **Total Parent Municipality** | | | | | | | | **407 852** | **433 716** | **458 871** |
| **% increase** | 4 | | | | | | | | **6.3%** | **5.8%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **407 852** | **433 716** | **458 871** |
| **% increase** | 4 | | | | | | | | **6.3%** | **5.8%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **380 852** | **405 123** | **428 620** |

North West: Rustenburg(NW373) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | 22 999 | 24 904 | 24 904 | 27 147 | 28 512 | 30 508 |
| Pension and UIF Contributions | | | | | 2 264 | 1 450 | 1 450 | 1 552 | 1 660 | 1 777 |
| Medical Aid Contributions | | | | | 670 | 690 | 690 | 739 | 790 | 846 |
| Motor Vehicle Allowance | | | | | 3 085 | 2 022 | 2 022 | 2 163 | 2 314 | 2 476 |
| Cellphone Allowance | | | | | 1 704 | 1 772 | 1 772 | 2 400 | 2 542 | 2 689 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | **30 722** | **30 837** | **30 837** | **34 000** | **35 819** | **38 296** |
| **% increase** | 4 | | | | | **0.4%** | | **10.3%** | **5.3%** | **6.9%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | 12 192 | 13 512 | 13 512 | 15 851 | 14 763 | 15 202 |
| Pension and UIF Contributions | | | | | 1 038 | 1 585 | 1 585 | 1 906 | 2 176 | 2 461 |
| Medical Aid Contributions | | | | | 145 | 172 | 172 | 549 | 862 | 1 178 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | 1 167 | 1 354 | 1 354 | 1 518 | 1 692 | 1 867 |
| Cellphone Allowance | | | | | | 4 | 4 | 4 | 4 | 4 |
| Housing Allowances | | | | | 41 | 89 | 89 | | | |
| Other benefits and allowances | | | | | 159 | 159 | 159 | 170 | 181 | 193 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | **14 741** | **16 875** | **16 875** | **19 998** | **19 679** | **20 907** |
| **% increase** | 4 | | | | | **14.5%** | | **18.5%** | **(1.6%)** | **6.2%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | 403 401 | 402 693 | 402 693 | 503 074 | 539 978 | 578 302 |
| Pension and UIF Contributions | | | | | 66 235 | 66 235 | 66 235 | 1 671 | 1 651 | 1 633 |
| Medical Aid Contributions | | | | | 31 378 | 31 378 | 31 378 | 37 604 | 39 951 | 42 484 |
| Overtime | | | | | 29 493 | 27 693 | 27 693 | 26 334 | 28 198 | 30 172 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | 15 499 | 15 499 | 15 499 | 17 557 | 18 691 | 19 922 |
| Cellphone Allowance | | | | | 87 | 87 | 87 | 93 | 100 | 107 |
| Housing Allowances | | | | | 6 658 | 6 658 | 6 658 | 3 724 | 3 984 | 4 263 |
| Other benefits and allowances | | | | | 9 897 | 12 905 | 12 905 | 23 758 | 25 807 | 27 027 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | **562 648** | **563 148** | **563 148** | **613 815** | **658 360** | **703 909** |
| **% increase** | 4 | | | | | **0.1%** | | **9.0%** | **7.3%** | **6.9%** |
| **Total Parent Municipality** | | | | | **608 111** | **610 860** | **610 860** | **667 813** | **713 858** | **763 111** |
| **% increase** | 4 | | | | | **0.5%** | | **9.3%** | **6.9%** | **6.9%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | **608 111** | **610 860** | **610 860** | **667 813** | **713 858** | **763 111** |
| **% increase** | 4 | | | | | **0.5%** | | **9.3%** | **6.9%** | **6.9%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | **577 389** | **580 023** | **580 023** | **633 813** | **678 039** | **724 815** |

North West: Kgetlengrivier(NW374) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 3 939 | 5 568 | 5 180 | 1 939 | 1 939 | 1 939 | 3 937 | 4 233 | 4 529 |
| Pension and UIF Contributions | | 222 | 338 | 337 | 342 | 342 | 342 | 653 | 688 | 727 |
| Medical Aid Contributions | | | | | 107 | 107 | 107 | | | |
| Motor Vehicle Allowance | | | | | 577 | 577 | 577 | 577 | 609 | 643 |
| Cellphone Allowance | | | | | 290 | 290 | 290 | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | 1 509 | 1 509 | 1 509 | | | |
| **Sub Total - Councillors** | | **4 161** | **5 906** | **5 517** | **4 765** | **4 765** | **4 765** | **5 167** | **5 530** | **5 899** |
| **% increase** | 4 | | **41.9%** | **(6.6%)** | **(13.6%)** | | | **8.4%** | **7.0%** | **6.7%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 2 122 | 2 029 | 2 281 | 2 728 | 2 728 | 2 728 | 2 725 | 2 872 | 3 033 |
| Pension and UIF Contributions | | 52 | 35 | 122 | | | | 48 | 51 | 54 |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | 743 | 677 | 623 | 909 | 909 | 909 | 959 | 1 011 | 1 067 |
| Cellphone Allowance | | 12 | 46 | 41 | 64 | 64 | 64 | 60 | 63 | 67 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | 547 | | 178 | 36 | 36 | 36 | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **3 476** | **2 787** | **3 244** | **3 738** | **3 738** | **3 738** | **3 792** | **3 997** | **4 221** |
| **% increase** | 4 | | **(19.8%)** | **16.4%** | **15.2%** | | | **1.5%** | **5.4%** | **5.6%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 23 543 | 25 959 | 27 504 | 22 629 | 22 629 | 22 629 | 28 598 | 30 835 | 32 985 |
| Pension and UIF Contributions | | 6 460 | 4 444 | 4 786 | 3 738 | 3 738 | 3 738 | 4 540 | 4 785 | 5 053 |
| Medical Aid Contributions | | 3 860 | 2 233 | 2 546 | 2 439 | 2 439 | 2 439 | 2 546 | 2 683 | 2 833 |
| Overtime | | 1 466 | 2 040 | 1 913 | 1 325 | 1 325 | 1 325 | 1 468 | 1 547 | 1 634 |
| Performance Bonus | | 1 718 | 1 979 | 2 417 | 2 198 | 2 198 | 2 198 | | | |
| Motor Vehicle Allowance | | | 3 | | 784 | 784 | 784 | 2 417 | 2 547 | 2 690 |
| Cellphone Allowance | | | | | 65 | 65 | 65 | 587 | 619 | 653 |
| Housing Allowances | | 1 515 | 1 460 | 2 101 | 91 | 91 | 91 | 2 101 | 2 215 | 2 339 |
| Other benefits and allowances | | 333 | 333 | 374 | 1 339 | 1 339 | 1 339 | 445 | 469 | 496 |
| Payments in lieu of leave | | | | | | | | 34 | 36 | 38 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **38 897** | **38 450** | **41 641** | **34 610** | **34 610** | **34 610** | **42 735** | **45 736** | **48 720** |
| **% increase** | 4 | | **(1.1%)** | **8.3%** | **(16.9%)** | | | **23.5%** | **7.0%** | **6.5%** |
| **Total Parent Municipality** | | **46 534** | **47 143** | **50 403** | **43 112** | **43 112** | **43 112** | **51 694** | **55 263** | **58 840** |
| **% increase** | 4 | | **1.3%** | **6.9%** | **(14.5%)** | | | **19.9%** | **6.9%** | **6.5%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **46 534** | **47 143** | **50 403** | **43 112** | **43 112** | **43 112** | **51 694** | **55 263** | **58 840** |
| **% increase** | 4 | | **1.3%** | **6.9%** | **(14.5%)** | | | **19.9%** | **6.9%** | **6.5%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **42 373** | **41 237** | **44 885** | **38 347** | **38 347** | **38 347** | **46 527** | **49 733** | **52 941** |

North West: Moses Kotane(NW375) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 17 024 | 18 114 | 19 273 |
| Pension and UIF Contributions | | | | | | | | 2 554 | 2 717 | 2 891 |
| Medical Aid Contributions | | | | | | | | 415 | 441 | 470 |
| Motor Vehicle Allowance | | | | | | | | 4 981 | 5 299 | 5 639 |
| Cellphone Allowance | | | | | | | | 1 866 | 1 986 | 2 113 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **26 839** | **28 557** | **30 385** |
| **% increase** | 4 | | | | | | | | **6.4%** | **6.4%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 6 473 | 6 926 | 7 411 |
| Pension and UIF Contributions | | | | | | | | 636 | 681 | 728 |
| Medical Aid Contributions | | | | | | | | 116 | 124 | 132 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 252 | 270 | 289 |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **7 477** | **8 000** | **8 560** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 159 062 | 169 982 | 181 885 |
| Pension and UIF Contributions | | | | | | | | 28 651 | 30 655 | 33 128 |
| Medical Aid Contributions | | | | | | | | 8 715 | 9 326 | 10 053 |
| Overtime | | | | | | | | 7 860 | 8 353 | 8 938 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 708 | 757 | 811 |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | 1 018 | 1 089 | 1 204 |
| Other benefits and allowances | | | | | | | | 3 583 | 3 834 | 4 102 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **209 597** | **223 996** | **240 121** |
| **% increase** | 4 | | | | | | | | **6.9%** | **7.2%** |
| **Total Parent Municipality** | | | | | | | | **243 913** | **260 553** | **279 066** |
| **% increase** | 4 | | | | | | | | **6.8%** | **7.1%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **243 913** | **260 553** | **279 066** |
| **% increase** | 4 | | | | | | | | **6.8%** | **7.1%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **217 074** | **231 996** | **248 681** |

North West: Bojanala Platinum(DC37) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 12 783 | 12 505 | 14 304 | 11 568 | | | 14 761 | 16 | 14 118 |
| Pension and UIF Contributions | | | | | 644 | | | 744 | 796 | 852 |
| Medical Aid Contributions | | | | | 299 | | | 173 | 184 | 198 |
| Motor Vehicle Allowance | | | | | 2 779 | | | 1 812 | 1 938 | 2 075 |
| Cellphone Allowance | | | | | 511 | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 682 | 729 | 780 |
| **Sub Total - Councillors** | | **12 783** | **12 505** | **14 304** | **15 801** | | | **18 172** | **3 663** | **18 023** |
| **% increase** | 4 | | **(2.2%)** | **14.4%** | **10.5%** | **(100.0%)** | | | **(79.8%)** | **392.1%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 6 674 | 7 549 | 7 972 | 8 203 | | | 8 105 | 8 673 | 9 280 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | 52 | 55 | 59 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 292 | 313 | 334 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 668 | 715 | 765 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **6 674** | **7 549** | **7 972** | **8 203** | | | **9 117** | **9 756** | **10 439** |
| **% increase** | 4 | | **13.1%** | **5.6%** | **2.9%** | **(100.0%)** | | | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 68 605 | 74 391 | 81 591 | 66 930 | 93 908 | | 99 253 | 106 037 | 113 459 |
| Pension and UIF Contributions | | 11 154 | 11 965 | 12 705 | 15 099 | 20 593 | | 21 726 | 23 247 | 24 874 |
| Medical Aid Contributions | | 6 730 | 8 388 | 8 820 | 6 718 | 7 016 | | 7 402 | 7 921 | 8 475 |
| Overtime | | 4 700 | 5 647 | 4 970 | 4 497 | 4 083 | | 4 308 | 4 609 | 4 932 |
| Performance Bonus | | 3 721 | 1 530 | 2 156 | | | | | | |
| Motor Vehicle Allowance | | 12 651 | 11 235 | 11 514 | 14 095 | 17 015 | | 17 951 | 19 208 | 20 552 |
| Cellphone Allowance | | 686 | 949 | 744 | 1 445 | 2 049 | | 2 162 | 2 313 | 2 475 |
| Housing Allowances | | 2 469 | 3 479 | 3 894 | 3 302 | 1 346 | | 1 420 | 1 519 | 1 626 |
| Other benefits and allowances | | 7 498 | 11 098 | 12 443 | 2 823 | 4 127 | | 4 354 | 4 659 | 4 985 |
| Payments in lieu of leave | | | | | 7 946 | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **118 215** | **128 683** | **138 838** | **122 855** | **150 138** | | **158 576** | **169 512** | **181 378** |
| **% increase** | 4 | | **8.9%** | **7.9%** | **(11.5%)** | **22.2%** | **(100.0%)** | | **6.9%** | **7.0%** |
| **Total Parent Municipality** | | **137 672** | **148 737** | **161 114** | **146 858** | **150 138** | | **185 866** | **182 931** | **209 840** |
| **% increase** | 4 | | **8.0%** | **8.3%** | **(8.8%)** | **2.2%** | **(100.0%)** | | **(1.6%)** | **14.7%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **137 672** | **148 737** | **161 114** | **146 858** | **150 138** | | **185 866** | **182 931** | **209 840** |
| **% increase** | 4 | | **8.0%** | **8.3%** | **(8.8%)** | **2.2%** | **(100.0%)** | | **(1.6%)** | **14.7%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **124 889** | **136 232** | **146 810** | **131 057** | **150 138** | | **167 694** | **179 268** | **191 817** |

North West: Ratlou(NW381) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 5 874 | 6 168 | 6 476 |
| Pension and UIF Contributions | | | | | | | | 1 084 | 1 138 | 1 195 |
| Medical Aid Contributions | | | | | | | | 195 | 205 | 215 |
| Motor Vehicle Allowance | | | | | | | | 2 246 | 2 358 | 2 476 |
| Cellphone Allowance | | | | | | | | 776 | 815 | 856 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 79 | 83 | 87 |
| **Sub Total - Councillors** | | | | | | | | **10 254** | **10 767** | **11 306** |
| **% increase** | 4 | | | | | | | | **5.0%** | **5.0%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 078 | 4 282 | 4 496 |
| Pension and UIF Contributions | | | | | | | | 192 | 201 | 211 |
| Medical Aid Contributions | | | | | | | | 29 | 31 | 32 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 621 | 652 | 685 |
| Cellphone Allowance | | | | | | | | 54 | 57 | 60 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 43 | 45 | 47 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **5 017** | **5 268** | **5 531** |
| **% increase** | 4 | | | | | | | | **5.0%** | **5.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 43 526 | 45 703 | 47 988 |
| Pension and UIF Contributions | | | | | | | | 5 811 | 6 102 | 6 407 |
| Medical Aid Contributions | | | | | | | | 5 221 | 5 483 | 5 757 |
| Overtime | | | | | | | | 300 | 315 | 331 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | 1 033 | 1 084 | 1 139 |
| Other benefits and allowances | | | | | | | | 3 986 | 4 185 | 4 394 |
| Payments in lieu of leave | | | | | | | | 300 | 315 | 331 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **60 178** | **63 187** | **66 346** |
| **% increase** | 4 | | | | | | | | **5.0%** | **5.0%** |
| **Total Parent Municipality** | | | | | | | | **75 449** | **79 222** | **83 183** |
| **% increase** | 4 | | | | | | | | **5.0%** | **5.0%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **75 449** | **79 222** | **83 183** |
| **% increase** | 4 | | | | | | | | **5.0%** | **5.0%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **65 195** | **68 454** | **71 877** |

North West: Tswaing(NW382) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 6 582 | 6 958 | 7 347 |
| Pension and UIF Contributions | | | | | | | | 524 | 554 | 585 |
| Medical Aid Contributions | | | | | | | | 321 | 339 | 358 |
| Motor Vehicle Allowance | | | | | | | | 2 462 | 2 602 | 2 748 |
| Cellphone Allowance | | | | | | | | 174 | 184 | 194 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **10 063** | **10 636** | **11 232** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 1 406 | 1 486 | 1 570 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | 159 | 170 | 181 |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 619 | 654 | 691 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **2 184** | **2 310** | **2 441** |
| **% increase** | 4 | | | | | | | | **5.8%** | **5.7%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 53 807 | 57 428 | 61 213 |
| Pension and UIF Contributions | | | | | | | | 10 056 | 10 732 | 11 436 |
| Medical Aid Contributions | | | | | | | | 4 398 | 4 694 | 5 002 |
| Overtime | | | | | | | | 1 849 | 1 973 | 2 103 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 1 120 | 1 196 | 1 275 |
| Cellphone Allowance | | | | | | | | 84 | 89 | 95 |
| Housing Allowances | | | | | | | | 479 | 511 | 545 |
| Other benefits and allowances | | | | | | | | 1 735 | 1 963 | 1 987 |
| Payments in lieu of leave | | | | | | | | 1 415 | 1 510 | 1 609 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **74 943** | **80 096** | **85 264** |
| **% increase** | 4 | | | | | | | | **6.9%** | **6.5%** |
| **Total Parent Municipality** | | | | | | | | **87 190** | **93 042** | **98 937** |
| **% increase** | 4 | | | | | | | | **6.7%** | **6.3%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **87 190** | **93 042** | **98 937** |
| **% increase** | 4 | | | | | | | | **6.7%** | **6.3%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **77 127** | **82 406** | **87 706** |

North West: Mafikeng(NW383) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 14 459 | 14 527 | 16 642 | 17 752 | 17 752 | 17 752 | 16 970 | 17 818 | 18 709 |
| Pension and UIF Contributions | | 2 184 | 2 194 | 2 513 | 2 681 | 2 681 | 2 681 | 2 563 | 2 691 | 2 826 |
| Medical Aid Contributions | | 335 | 337 | 386 | 412 | 412 | 412 | 394 | 413 | 434 |
| Motor Vehicle Allowance | | 1 902 | 1 911 | 2 190 | 2 336 | 2 336 | 2 336 | 2 233 | 2 344 | 2 462 |
| Cellphone Allowance | | 368 | 370 | 424 | 452 | 452 | 452 | 432 | 454 | 477 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | **19 249** | **19 340** | **22 156** | **23 633** | **23 633** | **23 633** | **22 591** | **23 721** | **24 907** |
| **% increase** | 4 | | **0.5%** | **14.6%** | **6.7%** | | | **(4.4%)** | **5.0%** | **5.0%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 4 939 | 4 396 | 3 456 | 6 302 | 6 302 | 6 302 | 6 768 | 6 724 | 6 718 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | 450 | 400 | 315 | 574 | 574 | 574 | 616 | 612 | 612 |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | 607 | 541 | 425 | 1 298 | 1 298 | 1 298 | 1 394 | 1 385 | 1 383 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **5 996** | **5 337** | **4 195** | **8 174** | **8 174** | **8 174** | **8 779** | **8 721** | **8 713** |
| **% increase** | 4 | | **(11.0%)** | **(21.4%)** | **94.8%** | | | **7.4%** | **(0.7%)** | **(0.1%)** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 155 204 | 150 274 | 164 652 | 176 442 | 176 442 | 176 442 | 189 498 | 188 263 | 188 087 |
| Pension and UIF Contributions | | 16 748 | 11 694 | 29 665 | 19 039 | 19 039 | 19 039 | 20 448 | 20 315 | 20 296 |
| Medical Aid Contributions | | 7 021 | 7 084 | 7 061 | 7 982 | 7 982 | 7 982 | 8 572 | 8 517 | 8 509 |
| Overtime | | 6 308 | 6 239 | 6 064 | 7 171 | 7 171 | 7 171 | 7 702 | 7 652 | 7 644 |
| Performance Bonus | | 6 131 | 7 742 | 7 139 | 6 969 | 6 969 | 6 969 | 7 485 | 7 436 | 7 429 |
| Motor Vehicle Allowance | | 4 639 | 5 475 | 6 860 | 5 273 | 5 273 | 5 273 | 5 664 | 5 627 | 5 621 |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | 669 | 930 | 1 222 | 761 | 761 | 761 | 817 | 812 | 811 |
| Other benefits and allowances | | 311 | | 792 | 354 | 354 | 354 | 380 | 377 | 377 |
| Payments in lieu of leave | | | 4 136 | (1 445) | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | 6 724 | 21 435 | | | | | | |
| **Sub Total - Other Municipal Staff** | | **197 031** | **200 299** | **243 444** | **223 991** | **223 991** | **223 991** | **240 566** | **238 998** | **238 774** |
| **% increase** | 4 | | **1.7%** | **21.5%** | **(8.0%)** | | | **7.4%** | **(0.7%)** | **(0.1%)** |
| **Total Parent Municipality** | | **222 276** | **224 976** | **269 795** | **255 798** | **255 798** | **255 798** | **271 936** | **271 441** | **272 395** |
| **% increase** | 4 | | **1.2%** | **19.9%** | **(5.2%)** | | | **6.3%** | **(0.2%)** | **0.4%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **222 276** | **224 976** | **269 795** | **255 798** | **255 798** | **255 798** | **271 936** | **271 441** | **272 395** |
| **% increase** | 4 | | **1.2%** | **19.9%** | **(5.2%)** | | | **6.3%** | **(0.2%)** | **0.4%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **203 026** | **205 636** | **247 639** | **232 165** | **232 165** | **232 165** | **249 345** | **247 720** | **247 488** |

North West: Ditsobotla(NW384) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 6 843 | 5 040 | 9 827 | 6 379 | 6 379 | 6 379 | | | |
| Pension and UIF Contributions | | 978 | | | 1 120 | 1 120 | 1 120 | | | |
| Medical Aid Contributions | | 408 | | | 452 | 452 | 452 | | | |
| Motor Vehicle Allowance | | 1 602 | | | 2 019 | 2 019 | 2 019 | | | |
| Cellphone Allowance | | 441 | | | 452 | 452 | 452 | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | 2 487 | 2 487 | 2 487 | | | |
| **Sub Total - Councillors** | | **10 272** | **5 040** | **9 827** | **12 909** | **12 909** | **12 909** | | | |
| **% increase** | 4 | | **(50.9%)** | **95.0%** | **31.4%** | | | **(100.0%)** | | |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 1 504 | 2 435 | 1 945 | 3 402 | 3 402 | 3 402 | | | |
| Pension and UIF Contributions | | 643 | | | 893 | 893 | 893 | | | |
| Medical Aid Contributions | | 456 | | 204 | 644 | 644 | 644 | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | 715 | | | 912 | 912 | 912 | | | |
| Motor Vehicle Allowance | | 1 121 | 285 | 128 | 3 124 | 3 124 | 3 124 | | | |
| Cellphone Allowance | | 487 | | | 681 | 681 | 681 | | | |
| Housing Allowances | | 478 | | | 695 | 695 | 695 | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **5 404** | **2 720** | **2 277** | **10 351** | **10 351** | **10 351** | | | |
| **% increase** | 4 | | **(49.7%)** | **(16.3%)** | **354.5%** | | | **(100.0%)** | | |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 57 711 | 66 340 | 86 874 | 93 611 | 93 611 | 93 611 | | | |
| Pension and UIF Contributions | | 10 596 | 14 147 | 800 | 18 217 | 18 217 | 18 217 | | | |
| Medical Aid Contributions | | 4 082 | 6 273 | 5 690 | 9 338 | 6 338 | 6 338 | | | |
| Overtime | | 4 970 | 9 903 | 10 720 | 7 802 | 7 802 | 7 802 | | | |
| Performance Bonus | | 4 434 | | | 5 483 | 5 483 | 5 483 | | | |
| Motor Vehicle Allowance | | 3 014 | 5 896 | 1 391 | 4 543 | 4 543 | 4 543 | | | |
| Cellphone Allowance | | 296 | | | 4 659 | 4 659 | 4 659 | | | |
| Housing Allowances | | 635 | 162 | 155 | 800 | 800 | 800 | | | |
| Other benefits and allowances | | | 14 092 | 32 310 | 800 | 800 | 800 | | | |
| Payments in lieu of leave | | | | (245) | | | | | | |
| Long service awards | | | | 714 | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **85 738** | **116 813** | **138 408** | **145 253** | **142 253** | **142 253** | | | |
| **% increase** | 4 | | **36.2%** | **18.5%** | **4.9%** | **(2.1%)** | | **(100.0%)** | | |
| **Total Parent Municipality** | | **101 414** | **124 572** | **150 512** | **168 513** | **165 513** | **165 513** | | | |
| **% increase** | 4 | | **22.8%** | **20.8%** | **12.0%** | **(1.8%)** | | **(100.0%)** | | |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **101 414** | **124 572** | **150 512** | **168 513** | **165 513** | **165 513** | | | |
| **% increase** | 4 | | **22.8%** | **20.8%** | **12.0%** | **(1.8%)** | | **(100.0%)** | | |
| **TOTAL MANAGERS AND STAFF** | 5 | **91 142** | **119 532** | **140 686** | **155 604** | **152 604** | **152 604** | | | |

North West: Ramotshere Moiloa(NW385) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | 7 425 | 7 425 | 10 542 | 10 542 | | 9 387 | 10 044 | 10 747 |
| Pension and UIF Contributions | | | 1 114 | 1 114 | 1 113 | 1 113 | | 1 128 | 1 207 | 1 291 |
| Medical Aid Contributions | | | 218 | 218 | 251 | 251 | | 215 | 230 | 246 |
| Motor Vehicle Allowance | | | 2 448 | 2 448 | 2 185 | 2 185 | | 2 273 | 2 432 | 2 602 |
| Cellphone Allowance | | | 671 | 671 | 592 | 592 | | 623 | 666 | 713 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | 716 | 716 | 812 | 812 | | 99 | 106 | 114 |
| **Sub Total - Councillors** | | | **12 592** | **12 592** | **15 495** | **15 495** | | **13 725** | **14 685** | **15 713** |
| **% increase** | 4 | | | | **23.1%** | | **(100.0%)** | | **7.0%** | **7.0%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | 5 483 | 5 483 | 6 820 | 6 820 | | 3 452 | 3 694 | 3 952 |
| Pension and UIF Contributions | | | 55 | 55 | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | 772 | 772 | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 1 200 | 1 284 | 1 374 |
| Cellphone Allowance | | | | | | | | 90 | 96 | 103 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | 63 | 63 | 326 | 326 | | 47 | 51 | 54 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | **6 373** | **6 373** | **7 146** | **7 146** | | **4 789** | **5 125** | **5 483** |
| **% increase** | 4 | | | | **12.1%** | | **(100.0%)** | | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | 47 424 | 47 424 | 75 564 | 75 564 | | 82 398 | 88 165 | 94 337 |
| Pension and UIF Contributions | | | 12 335 | 12 335 | 12 297 | 12 297 | | 12 787 | 13 682 | 14 640 |
| Medical Aid Contributions | | | 4 862 | 4 862 | 6 671 | 6 671 | | 7 154 | 7 655 | 8 190 |
| Overtime | | | | | 2 378 | 2 378 | | 2 766 | 2 960 | 3 167 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | 1 856 | 1 856 | 4 036 | 4 036 | | 3 141 | 3 361 | 3 597 |
| Cellphone Allowance | | | 233 | 233 | 346 | 346 | | 295 | 315 | 337 |
| Housing Allowances | | | 651 | 651 | 750 | 750 | | 907 | 971 | 1 039 |
| Other benefits and allowances | | | 7 916 | 7 916 | 6 764 | 6 764 | | 6 282 | 6 721 | 7 192 |
| Payments in lieu of leave | | | | | 29 | 29 | | 47 | 51 | 54 |
| Long service awards | | | | | 397 | 397 | | 133 | 142 | 152 |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | **75 277** | **75 277** | **109 231** | **109 231** | | **115 910** | **124 024** | **132 705** |
| **% increase** | 4 | | | | **45.1%** | | **(100.0%)** | | **7.0%** | **7.0%** |
| **Total Parent Municipality** | | | **94 242** | **94 242** | **131 872** | **131 872** | | **134 424** | **143 833** | **153 902** |
| **% increase** | 4 | | | | **39.9%** | | **(100.0%)** | | **7.0%** | **7.0%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | **94 242** | **94 242** | **131 872** | **131 872** | | **134 424** | **143 833** | **153 902** |
| **% increase** | 4 | | | | **39.9%** | | **(100.0%)** | | **7.0%** | **7.0%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | **81 650** | **81 650** | **116 377** | **116 377** | | **120 699** | **129 148** | **138 189** |

North West: Ngaka Modiri Molema(DC38) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 7 575 | 7 999 | 8 455 |
| Pension and UIF Contributions | | | | | | | | 1 270 | 1 341 | 1 418 |
| Medical Aid Contributions | | | | | | | | 270 | 285 | 301 |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 553 | 553 | 553 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 4 003 | 4 217 | 4 447 |
| **Sub Total - Councillors** | | | | | | | | **13 671** | **14 395** | **15 174** |
| **% increase** | 4 | | | | | | | | **5.3%** | **5.4%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 5 409 | 5 733 | 6 077 |
| Pension and UIF Contributions | | | | | | | | 2 037 | 2 160 | 2 289 |
| Medical Aid Contributions | | | | | | | | 372 | 394 | 418 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 1 197 | 1 269 | 1 345 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **9 015** | **9 556** | **10 129** |
| **% increase** | 4 | | | | | | | | **6.0%** | **6.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 220 367 | 233 612 | 247 656 |
| Pension and UIF Contributions | | | | | | | | 43 540 | 46 150 | 48 938 |
| Medical Aid Contributions | | | | | | | | 10 411 | 11 039 | 11 705 |
| Overtime | | | | | | | | 321 | 341 | 361 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 13 266 | 13 328 | 13 394 |
| Cellphone Allowance | | | | | | | | 241 | 241 | 241 |
| Housing Allowances | | | | | | | | 1 608 | 1 705 | 1 808 |
| Other benefits and allowances | | | | | | | | 14 822 | 15 722 | 16 657 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **304 576** | **322 137** | **340 760** |
| **% increase** | 4 | | | | | | | | **5.8%** | **5.8%** |
| **Total Parent Municipality** | | | | | | | | **327 262** | **346 089** | **366 063** |
| **% increase** | 4 | | | | | | | | **5.8%** | **5.8%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **327 262** | **346 089** | **366 063** |
| **% increase** | 4 | | | | | | | | **5.8%** | **5.8%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **313 591** | **331 693** | **350 889** |

North West: Naledi (Nw)(NW392) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 262 | 4 505 | 4 757 |
| Pension and UIF Contributions | | | | | | | | 639 | 676 | 714 |
| Medical Aid Contributions | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 1 066 | 1 126 | 1 189 |
| Cellphone Allowance | | | | | | | | 456 | 482 | 509 |
| Housing Allowances | | | | | | | | 1 137 | 1 201 | 1 269 |
| Other benefits and allowances | | | | | | | | 76 | 80 | 84 |
| **Sub Total - Councillors** | | | | | | | | **7 635** | **8 070** | **8 522** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 104 | 4 337 | 4 580 |
| Pension and UIF Contributions | | | | | | | | 748 | 790 | 834 |
| Medical Aid Contributions | | | | | | | | 116 | 123 | 130 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | 957 | 1 012 | 1 069 |
| Motor Vehicle Allowance | | | | | | | | 1 026 | 1 084 | 1 145 |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | 583 | 616 | 650 |
| Other benefits and allowances | | | | | | | | 341 | 361 | 381 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **7 875** | **8 324** | **8 790** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 100 695 | 106 434 | 112 395 |
| Pension and UIF Contributions | | | | | | | | 16 511 | 17 452 | 18 430 |
| Medical Aid Contributions | | | | | | | | 7 997 | 8 453 | 8 927 |
| Overtime | | | | | | | | 2 502 | 2 645 | 2 793 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 12 623 | 13 343 | 14 090 |
| Cellphone Allowance | | | | | | | | 356 | 376 | 397 |
| Housing Allowances | | | | | | | | 1 240 | 1 310 | 1 384 |
| Other benefits and allowances | | | | | | | | 17 415 | 18 407 | 19 438 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | 1 766 | 1 867 | 1 971 |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **161 105** | **170 288** | **179 824** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| **Total Parent Municipality** | | | | | | | | **176 615** | **186 682** | **197 136** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **176 615** | **186 682** | **197 136** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **168 980** | **178 612** | **188 614** |

North West: Mamusa(NW393) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 2 637 | | | | | | 3 626 | | |
| Pension and UIF Contributions | | 558 | | | | | | 803 | | |
| Medical Aid Contributions | | | | | | | | 223 | | |
| Motor Vehicle Allowance | | | | | | | | 705 | | |
| Cellphone Allowance | | | | | | | | 475 | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | 1 828 | | | | | | 43 | | |
| **Sub Total - Councillors** | | **5 022** | | | | | | **5 875** | | |
| **% increase** | 4 | | **(100.0%)** | | | | | | **(100.0%)** | |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 1 018 | | | | | | 2 073 | | |
| Pension and UIF Contributions | | 34 | | | | | | 23 | | |
| Medical Aid Contributions | | | | | | | | 46 | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | 171 | | | | | | 706 | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 40 | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **1 223** | | | | | | **2 889** | | |
| **% increase** | 4 | | **(100.0%)** | | | | | | **(100.0%)** | |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 17 463 | | | | | | 26 796 | | |
| Pension and UIF Contributions | | 2 763 | | | | | | 5 612 | | |
| Medical Aid Contributions | | | | | | | | 4 151 | | |
| Overtime | | 3 596 | | | | | | 1 281 | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | 2 511 | | | | | | 4 891 | | |
| Cellphone Allowance | | | | | | | | 470 | | |
| Housing Allowances | | 1 225 | | | | | | 674 | | |
| Other benefits and allowances | | 9 362 | | | | | | 5 224 | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | 303 | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **37 224** | | | | | | **49 098** | | |
| **% increase** | 4 | | **(100.0%)** | | | | | | **(100.0%)** | |
| **Total Parent Municipality** | | **43 469** | | | | | | **57 862** | | |
| **% increase** | 4 | | **(100.0%)** | | | | | | **(100.0%)** | |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **43 469** | | | | | | **57 862** | | |
| **% increase** | 4 | | **(100.0%)** | | | | | | **(100.0%)** | |
| **TOTAL MANAGERS AND STAFF** | 5 | **38 447** | | | | | | **51 987** | | |

North West: Greater Taung(NW394) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 17 952 | 19 388 | 20 939 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 1 440 | 1 440 | 1 440 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **19 392** | **20 828** | **22 379** |
| **% increase** | 4 | | | | | | | | **7.4%** | **7.4%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 7 492 | 8 016 | 8 583 |
| Pension and UIF Contributions | | | | | | | | 12 | 12 | 12 |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 108 | 108 | 108 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | 180 | 195 | 210 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **7 792** | **8 331** | **8 913** |
| **% increase** | 4 | | | | | | | | **6.9%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 50 773 | 54 911 | 59 378 |
| Pension and UIF Contributions | | | | | | | | 10 757 | 11 618 | 12 546 |
| Medical Aid Contributions | | | | | | | | 3 832 | 4 155 | 4 503 |
| Overtime | | | | | | | | 500 | 540 | 585 |
| Performance Bonus | | | | | | | | 4 794 | 5 178 | 5 520 |
| Motor Vehicle Allowance | | | | | | | | 4 550 | 4 823 | 5 112 |
| Cellphone Allowance | | | | | | | | 782 | 915 | 1 057 |
| Housing Allowances | | | | | | | | 673 | 673 | 673 |
| Other benefits and allowances | | | | | | | | 53 | 56 | 59 |
| Payments in lieu of leave | | | | | | | | 2 735 | 2 953 | 3 190 |
| Long service awards | | | | | | | | 120 | 130 | 140 |
| Post-retirement benefit obligations | | | | | | | | 100 | 100 | 100 |
| **Sub Total - Other Municipal Staff** | | | | | | | | **79 669** | **86 052** | **92 863** |
| **% increase** | 4 | | | | | | | | **8.0%** | **7.9%** |
| **Total Parent Municipality** | | | | | | | | **106 853** | **115 211** | **124 155** |
| **% increase** | 4 | | | | | | | | **7.8%** | **7.8%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **106 853** | **115 211** | **124 155** |
| **% increase** | 4 | | | | | | | | **7.8%** | **7.8%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **87 461** | **94 383** | **101 776** |

North West: Lekwa-Teemane(NW396) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 5 014 | 5 300 | 5 597 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **5 014** | **5 300** | **5 597** |
| **% increase** | 4 | | | | | | | | **5.7%** | **5.6%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 805 | 4 865 | 4 926 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **4 805** | **4 865** | **4 926** |
| **% increase** | 4 | | | | | | | | **1.2%** | **1.3%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 34 497 | 37 591 | 39 908 |
| Pension and UIF Contributions | | | | | | | | 5 958 | 6 503 | 6 791 |
| Medical Aid Contributions | | | | | | | | 3 878 | 4 271 | 4 478 |
| Overtime | | | | | | | | 1 564 | 1 830 | 1 932 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 2 822 | 2 966 | 3 132 |
| Cellphone Allowance | | | | | | | | 184 | 193 | 204 |
| Housing Allowances | | | | | | | | 518 | 571 | 603 |
| Other benefits and allowances | | | | | | | | 3 385 | 3 639 | 3 843 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | 2 170 | 2 292 | 2 421 |
| **Sub Total - Other Municipal Staff** | | | | | | | | **54 975** | **59 855** | **63 311** |
| **% increase** | 4 | | | | | | | | **8.9%** | **5.8%** |
| **Total Parent Municipality** | | | | | | | | **64 795** | **70 020** | **73 833** |
| **% increase** | 4 | | | | | | | | **8.1%** | **5.4%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **64 795** | **70 020** | **73 833** |
| **% increase** | 4 | | | | | | | | **8.1%** | **5.4%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **59 781** | **64 720** | **68 237** |

North West: Kagisano-Molopo(NW397) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 8 333 | 8 833 | 9 371 |
| Pension and UIF Contributions | | | | | | | | 1 394 | 1 477 | 1 566 |
| Medical Aid Contributions | | | | | | | | 35 | 37 | 39 |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 661 | 701 | 743 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **10 422** | **11 048** | **11 719** |
| **% increase** | 4 | | | | | | | | **6.0%** | **6.1%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 824 | 5 113 | 5 420 |
| Pension and UIF Contributions | | | | | | | | 140 | 148 | 157 |
| Medical Aid Contributions | | | | | | | | 126 | 133 | 141 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 308 | 327 | 347 |
| Cellphone Allowance | | | | | | | | 24 | 25 | 27 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 20 | 21 | 23 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **5 442** | **5 768** | **6 114** |
| **% increase** | 4 | | | | | | | | **6.0%** | **6.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 13 619 | 15 091 | 19 637 |
| Pension and UIF Contributions | | | | | | | | 2 995 | 3 026 | 3 208 |
| Medical Aid Contributions | | | | | | | | 1 387 | 1 337 | 1 417 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 359 | 54 | 57 |
| Cellphone Allowance | | | | | | | | 238 | 227 | 240 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 6 729 | 7 112 | 7 538 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **25 327** | **26 847** | **32 097** |
| **% increase** | 4 | | | | | | | | **6.0%** | **19.6%** |
| **Total Parent Municipality** | | | | | | | | **41 191** | **43 663** | **49 930** |
| **% increase** | 4 | | | | | | | | **6.0%** | **14.4%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **41 191** | **43 663** | **49 930** |
| **% increase** | 4 | | | | | | | | **6.0%** | **14.4%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **30 769** | **32 615** | **38 212** |

North West: Dr Ruth Segomotsi Mompati(DC39) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 3 139 | 3 340 | 4 026 | 3 669 | 3 669 | 3 669 | 4 103 | 3 848 | 4 037 |
| Pension and UIF Contributions | | 536 | 571 | 586 | 595 | 595 | 595 | 177 | 587 | 561 |
| Medical Aid Contributions | | 121 | 121 | 130 | 69 | 69 | 69 | 35 | 134 | 148 |
| Motor Vehicle Allowance | | 772 | 820 | 906 | 900 | 900 | 900 | 1 026 | 831 | 847 |
| Cellphone Allowance | | 114 | 117 | | 230 | 230 | 230 | 343 | 249 | 262 |
| Housing Allowances | | 631 | 675 | 899 | 836 | 836 | 836 | 1 498 | 891 | 918 |
| Other benefits and allowances | | 203 | 231 | 398 | 327 | 327 | 327 | 255 | 395 | 435 |
| **Sub Total - Councillors** | | **5 515** | **5 875** | **6 944** | **6 624** | **6 624** | **6 624** | **7 436** | **6 934** | **7 207** |
| **% increase** | 4 | | **6.5%** | **18.2%** | **(4.6%)** | | | **12.3%** | **(6.7%)** | **3.9%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 4 831 | 5 970 | 7 634 | 8 366 | 8 366 | 8 366 | 7 238 | 7 471 | 7 994 |
| Pension and UIF Contributions | | 823 | 996 | 1 012 | 1 256 | 1 256 | 1 256 | 1 845 | 1 206 | 1 290 |
| Medical Aid Contributions | | 1 752 | 136 | 177 | 177 | 177 | 177 | 159 | 170 | 182 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | 112 | | 1 641 | 1 783 | 1 783 | 1 783 | 1 689 | 1 743 | 1 865 |
| Motor Vehicle Allowance | | 1 251 | 1 061 | 1 096 | 1 292 | 1 292 | 1 292 | 1 217 | 1 302 | 1 393 |
| Cellphone Allowance | | 7 | 7 | 18 | 28 | 28 | 28 | 91 | 97 | 104 |
| Housing Allowances | | 3 250 | 1 695 | 1 645 | 1 978 | 1 978 | 1 978 | 1 750 | 1 969 | 2 106 |
| Other benefits and allowances | | 3 965 | 201 | | | | | 196 | 210 | 225 |
| Payments in lieu of leave | | 159 | 359 | 324 | 335 | 335 | 335 | 345 | 355 | 365 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **16 150** | **10 425** | **13 548** | **15 214** | **15 214** | **15 214** | **14 529** | **14 523** | **15 525** |
| **% increase** | 4 | | **(35.5%)** | **30.0%** | **12.3%** | | | **(4.5%)** | | **6.9%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 46 763 | 49 308 | 51 161 | 51 880 | 61 209 | 61 209 | 61 016 | 63 199 | 64 565 |
| Pension and UIF Contributions | | 5 946 | 8 235 | 9 268 | 9 249 | 10 664 | 10 664 | 10 649 | 10 829 | 11 715 |
| Medical Aid Contributions | | 3 346 | 9 419 | 4 714 | 2 965 | 3 024 | 3 024 | 4 321 | 4 350 | 4 649 |
| Overtime | | 1 953 | 2 140 | 1 865 | 1 192 | 1 471 | 1 471 | 1 471 | 2 430 | 2 599 |
| Performance Bonus | | | | (1 641) | | 1 438 | 1 438 | 1 742 | 1 474 | 2 576 |
| Motor Vehicle Allowance | | 10 589 | 11 260 | 11 700 | 11 854 | 12 746 | 12 746 | 12 274 | 12 400 | 13 938 |
| Cellphone Allowance | | 191 | 236 | 502 | 170 | 588 | 588 | 633 | 662 | 708 |
| Housing Allowances | | 508 | 484 | 493 | 154 | 2 526 | 2 526 | 2 644 | 2 888 | 3 074 |
| Other benefits and allowances | | 8 | 5 038 | 7 080 | 11 728 | 11 843 | 11 843 | 11 836 | 12 054 | 14 051 |
| Payments in lieu of leave | | 956 | 2 885 | 990 | 1 514 | 1 870 | 1 870 | 2 637 | 2 677 | 2 863 |
| Long service awards | | 308 | | 284 | 174 | 216 | 216 | 190 | 200 | 419 |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | **70 568** | **89 005** | **86 416** | **90 881** | **107 597** | **107 597** | **109 413** | **113 163** | **121 159** |
| **% increase** | 4 | | **26.1%** | **(2.9%)** | **5.2%** | **18.4%** | | **1.7%** | **3.4%** | **7.1%** |
| **Total Parent Municipality** | | **92 233** | **105 304** | **106 909** | **112 720** | **129 435** | **129 435** | **131 378** | **134 621** | **143 891** |
| **% increase** | 4 | | **14.2%** | **1.5%** | **5.4%** | **14.8%** | | **1.5%** | **2.5%** | **6.9%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **92 233** | **105 304** | **106 909** | **112 720** | **129 435** | **129 435** | **131 378** | **134 621** | **143 891** |
| **% increase** | 4 | | **14.2%** | **1.5%** | **5.4%** | **14.8%** | | **1.5%** | **2.5%** | **6.9%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **86 718** | **99 430** | **99 964** | **106 096** | **122 811** | **122 811** | **123 942** | **127 686** | **136 684** |

North West: City Of Matlosana(NW403) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 30 943 | 33 109 | 35 427 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **30 943** | **33 109** | **35 427** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 7 492 | 8 016 | 8 577 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **7 492** | **8 016** | **8 577** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 372 779 | 402 951 | 436 216 |
| Pension and UIF Contributions | | | | | | | | 82 458 | 87 158 | 92 039 |
| Medical Aid Contributions | | | | | | | | 37 552 | 39 692 | 41 915 |
| Overtime | | | | | | | | 23 823 | 25 181 | 26 591 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 8 008 | 8 465 | 8 939 |
| Cellphone Allowance | | | | | | | | 102 | 108 | 114 |
| Housing Allowances | | | | | | | | 2 843 | 3 005 | 3 173 |
| Other benefits and allowances | | | | | | | | 35 105 | 37 106 | 39 184 |
| Payments in lieu of leave | | | | | | | | 4 407 | 4 658 | 4 919 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | 13 000 | 13 741 | 14 510 |
| **Sub Total - Other Municipal Staff** | | | | | | | | **580 076** | **622 064** | **667 599** |
| **% increase** | 4 | | | | | | | | **7.2%** | **7.3%** |
| **Total Parent Municipality** | | | | | | | | **618 511** | **663 190** | **711 603** |
| **% increase** | 4 | | | | | | | | **7.2%** | **7.3%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **618 511** | **663 190** | **711 603** |
| **% increase** | 4 | | | | | | | | **7.2%** | **7.3%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **587 568** | **630 080** | **676 176** |

North West: Maquassi Hills(NW404) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 996 | 5 284 | 5 601 |
| Pension and UIF Contributions | | | | | | | | 518 | 550 | 583 |
| Medical Aid Contributions | | | | | | | | 165 | 174 | 185 |
| Motor Vehicle Allowance | | | | | | | | 1 893 | 2 007 | 2 127 |
| Cellphone Allowance | | | | | | | | 619 | 656 | 695 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| **Sub Total - Councillors** | | | | | | | | **8 191** | **8 670** | **9 190** |
| **% increase** | 4 | | | | | | | | **5.9%** | **6.0%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 4 265 | 4 521 | 4 793 |
| Pension and UIF Contributions | | | | | | | | 230 | 243 | 258 |
| Medical Aid Contributions | | | | | | | | 45 | 47 | 50 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | 793 | 841 | 891 |
| Motor Vehicle Allowance | | | | | | | | 1 125 | 1 193 | 1 265 |
| Cellphone Allowance | | | | | | | | 166 | 176 | 187 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 1 | 1 | 1 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **6 625** | **7 022** | **7 444** |
| **% increase** | 4 | | | | | | | | **6.0%** | **6.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 47 416 | 50 905 | 54 652 |
| Pension and UIF Contributions | | | | | | | | 11 316 | 12 149 | 13 043 |
| Medical Aid Contributions | | | | | | | | 6 438 | 6 911 | 7 420 |
| Overtime | | | | | | | | 3 421 | 3 673 | 3 943 |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 3 800 | 4 079 | 4 379 |
| Cellphone Allowance | | | | | | | | 374 | 402 | 432 |
| Housing Allowances | | | | | | | | 662 | 711 | 763 |
| Other benefits and allowances | | | | | | | | 6 147 | 6 599 | 7 085 |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Municipal Staff** | | | | | | | | **79 574** | **85 430** | **91 718** |
| **% increase** | 4 | | | | | | | | **7.4%** | **7.4%** |
| **Total Parent Municipality** | | | | | | | | **94 389** | **101 123** | **108 352** |
| **% increase** | 4 | | | | | | | | **7.1%** | **7.1%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **94 389** | **101 123** | **108 352** |
| **% increase** | 4 | | | | | | | | **7.1%** | **7.1%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **86 199** | **92 453** | **99 162** |

North West: J B Marks(NW405) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | 14 571 | 14 571 | 14 571 | 13 755 | 14 443 | 15 165 |
| Pension and UIF Contributions | | | | | 1 648 | 1 648 | 1 648 | 2 427 | 2 549 | 2 676 |
| Medical Aid Contributions | | | | | 883 | 883 | 883 | | | |
| Motor Vehicle Allowance | | | | | 4 403 | 4 403 | 4 403 | 5 394 | 5 664 | 5 947 |
| Cellphone Allowance | | | | | 309 | 309 | 309 | 1 540 | 1 540 | 1 540 |
| Housing Allowances | | | | | 1 000 | 1 000 | 1 000 | | | |
| Other benefits and allowances | | | | | 48 | 48 | 48 | 241 | 241 | 241 |
| **Sub Total - Councillors** | | | | | **22 861** | **22 861** | **22 861** | **23 357** | **24 436** | **25 569** |
| **% increase** | 4 | | | | | | | **2.2%** | **4.6%** | **4.6%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | 3 349 | 4 349 | 4 349 | 5 536 | 5 882 | 6 248 |
| Pension and UIF Contributions | | | | | 2 724 | 2 924 | 2 924 | 3 110 | 3 297 | 3 494 |
| Medical Aid Contributions | | | | | 270 | 270 | 270 | 295 | 313 | 331 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | 834 | 834 | 834 | 989 | 1 048 | 1 111 |
| Motor Vehicle Allowance | | | | | 1 020 | 1 020 | 1 020 | 1 080 | 1 080 | 1 080 |
| Cellphone Allowance | | | | | 96 | 96 | 96 | 115 | 115 | 115 |
| Housing Allowances | | | | | 510 | 510 | 510 | 480 | 480 | 480 |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | **8 803** | **10 003** | **10 003** | **11 605** | **12 215** | **12 861** |
| **% increase** | 4 | | | | | **13.6%** | | **16.0%** | **5.2%** | **5.3%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | 259 033 | 222 228 | 222 228 | 235 103 | 249 705 | 266 413 |
| Pension and UIF Contributions | | | | | 50 470 | 47 470 | 47 470 | 45 086 | 48 017 | 51 138 |
| Medical Aid Contributions | | | | | 26 357 | 26 357 | 26 357 | 22 527 | 23 991 | 25 550 |
| Overtime | | | | | 10 596 | 10 596 | 10 596 | 20 203 | 21 517 | 22 915 |
| Performance Bonus | | | | | 16 121 | 16 121 | 16 121 | 17 803 | 18 960 | 20 192 |
| Motor Vehicle Allowance | | | | | 9 327 | 9 327 | 9 327 | 9 512 | 10 074 | 10 658 |
| Cellphone Allowance | | | | | 1 047 | 1 047 | 1 047 | 1 073 | 1 063 | 1 063 |
| Housing Allowances | | | | | 5 050 | 5 050 | 5 050 | 4 499 | 4 471 | 4 472 |
| Other benefits and allowances | | | | | 10 929 | 10 929 | 10 929 | 13 550 | 14 363 | 15 225 |
| Payments in lieu of leave | | | | | 5 266 | 5 266 | 5 266 | 6 156 | 6 556 | 6 982 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | 12 500 | 12 500 | 13 313 | 14 178 | 15 099 |
| **Sub Total - Other Municipal Staff** | | | | | **394 195** | **366 890** | **366 890** | **388 825** | **412 894** | **439 708** |
| **% increase** | 4 | | | | | **(6.9%)** | | **6.0%** | **6.2%** | **6.5%** |
| **Total Parent Municipality** | | | | | **425 859** | **399 754** | **399 754** | **423 788** | **449 545** | **478 138** |
| **% increase** | 4 | | | | | **(6.1%)** | | **6.0%** | **6.1%** | **6.4%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | | | |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | | | |
| **% increase** | 4 | | | | | | | | | |
| **Total Municipal Entities** | | | | | | | | | | |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | **425 859** | **399 754** | **399 754** | **423 788** | **449 545** | **478 138** |
| **% increase** | 4 | | | | | **(6.1%)** | | **6.0%** | **6.1%** | **6.4%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | **402 998** | **376 893** | **376 893** | **400 430** | **425 109** | **452 569** |

North West: Dr Kenneth Kaunda(DC40) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 6 325 | 6 689 | 7 130 |
| Pension and UIF Contributions | | | | | | | | 577 | 790 | 842 |
| Medical Aid Contributions | | | | | | | | 218 | 233 | 250 |
| Motor Vehicle Allowance | | | | | | | | 1 353 | 1 479 | 1 580 |
| Cellphone Allowance | | | | | | | | 611 | 560 | 598 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | 393 | 567 | 601 |
| **Sub Total - Councillors** | | | | | | | | **9 477** | **10 319** | **11 000** |
| **% increase** | 4 | | | | | | | | **8.9%** | **6.6%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 7 683 | 8 221 | 8 796 |
| Pension and UIF Contributions | | | | | | | | 324 | 347 | 371 |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | 1 660 | 1 776 | 1 900 |
| Motor Vehicle Allowance | | | | | | | | 343 | 368 | 393 |
| Cellphone Allowance | | | | | | | | 155 | 165 | 177 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | | | | | | | **10 165** | **10 877** | **11 638** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 43 947 | 47 023 | 50 315 |
| Pension and UIF Contributions | | | | | | | | 9 164 | 9 806 | 10 492 |
| Medical Aid Contributions | | | | | | | | 5 595 | 5 987 | 6 406 |
| Overtime | | | | | | | | 235 | 251 | 269 |
| Performance Bonus | | | | | | | | 4 628 | 4 952 | 5 298 |
| Motor Vehicle Allowance | | | | | | | | 7 945 | 8 502 | 9 097 |
| Cellphone Allowance | | | | | | | | 870 | 931 | 996 |
| Housing Allowances | | | | | | | | 632 | 676 | 724 |
| Other benefits and allowances | | | | | | | | 1 729 | 1 850 | 1 979 |
| Payments in lieu of leave | | | | | | | | 1 894 | 2 027 | 2 169 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | 630 | 674 | 721 |
| **Sub Total - Other Municipal Staff** | | | | | | | | **77 270** | **82 679** | **88 466** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Total Parent Municipality** | | | | | | | | **96 912** | **103 874** | **111 105** |
| **% increase** | 4 | | | | | | | | **7.2%** | **7.0%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 421 | 451 | 482 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 50 | 54 | 57 |
| Cellphone Allowance | | | | | | | | 12 | 13 | 14 |
| Housing Allowances | | | | | | | | 30 | 32 | 34 |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | **513** | **549** | **588** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 2 150 | 2 301 | 2 462 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 8 | 9 | 9 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | 100 | 107 | 114 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | **2 258** | **2 416** | **2 585** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 30 | 32 | 34 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | **30** | **32** | **34** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Total Municipal Entities** | | | | | | | | **2 801** | **2 997** | **3 207** |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | | | | | | | **99 713** | **106 871** | **114 312** |
| **% increase** | 4 | | | | | | | | **7.2%** | **7.0%** |
| **TOTAL MANAGERS AND STAFF** | 5 | | | | | | | **89 723** | **96 004** | **102 724** |

**Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017**

| Summary of Employee and Councillor Remuneration | Ref | 2013/14 | 2014/15 | 2015/16 | Current year 2016/17 | | | 2017/18 Medium Term Revenue & Expenditure Framework | | |
|---|---|---|---|---|---|---|---|---|---|---|
| R thousands | | Audited Outcome | Audited Outcome | Audited Outcome | Original Budget | Adjusted Budget | Full Year Forecast | Budget Year 2017/18 | Budget Year 2018/19 | Budget Year 2019/20 |
| | 1 | A | B | C | D | E | F | G | H | I |
| ***Councillors (Political Office Bearers plus Other)*** | | | | | | | | | | |
| Basic Salaries and Wages | | 60 435 | 58 900 | 57 404 | 100 509 | 79 756 | 80 304 | 237 548 | 231 951 | 260 708 |
| Pension and UIF Contributions | | 4 477 | 5 795 | 4 551 | 12 985 | 8 950 | 10 413 | 22 894 | 23 988 | 25 362 |
| Medical Aid Contributions | | 864 | 705 | 734 | 3 143 | 2 865 | 2 613 | 4 383 | 4 630 | 5 030 |
| Motor Vehicle Allowance | | 4 276 | 9 213 | 5 544 | 22 578 | 14 441 | 16 551 | 40 789 | 42 284 | 44 788 |
| Cellphone Allowance | | 924 | 2 494 | 1 095 | 5 687 | 4 096 | 4 652 | 16 015 | 16 069 | 16 825 |
| Housing Allowances | | 631 | 675 | 899 | 2 034 | 1 836 | 2 034 | 2 635 | 2 093 | 2 186 |
| Other benefits and allowances | | 2 031 | 947 | 1 114 | 5 294 | 5 183 | 4 482 | 5 987 | 6 543 | 6 922 |
| **Sub Total - Councillors** | | **73 638** | **78 727** | **71 340** | **152 230** | **117 125** | **121 049** | **330 251** | **327 558** | **361 823** |
| **% increase** | 4 | | **6.9%** | **(9.4%)** | **113.4%** | **(23.1%)** | **3.4%** | **172.8%** | **(0.8%)** | **10.5%** |
| ***Senior Managers of the Municipality*** | 2 | | | | | | | | | |
| Basic Salaries and Wages | | 21 087 | 27 861 | 28 771 | 58 605 | 45 480 | 45 902 | 125 830 | 128 736 | 135 870 |
| Pension and UIF Contributions | | 1 552 | 1 086 | 1 189 | 5 910 | 6 658 | 6 658 | 12 502 | 13 110 | 14 060 |
| Medical Aid Contributions | | 2 208 | 136 | 381 | 1 236 | 1 263 | 1 263 | 2 582 | 2 971 | 3 413 |
| Overtime | | | | | | | | | | |
| Performance Bonus | | 827 | 772 | 2 413 | 4 132 | 3 529 | 4 132 | 6 893 | 7 281 | 7 757 |
| Motor Vehicle Allowance | | 3 736 | 2 423 | 2 162 | 8 086 | 8 273 | 8 273 | 11 027 | 10 932 | 11 576 |
| Cellphone Allowance | | 506 | 53 | 59 | 869 | 873 | 873 | 1 242 | 1 309 | 1 380 |
| Housing Allowances | | 3 728 | 1 695 | 1 645 | 3 224 | 3 272 | 3 272 | 4 410 | 4 756 | 5 022 |
| Other benefits and allowances | | 5 119 | 805 | 666 | 1 818 | 1 818 | 1 492 | 4 736 | 4 892 | 5 107 |
| Payments in lieu of leave | | 159 | 359 | 324 | 335 | 335 | 335 | 525 | 550 | 575 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Municipality** | | **38 923** | **35 190** | **37 610** | **84 215** | **71 500** | **72 200** | **169 747** | **174 537** | **184 761** |
| **% increase** | 4 | | **(9.6%)** | **6.9%** | **123.9%** | **(15.1%)** | **1.0%** | **135.1%** | **2.8%** | **5.9%** |
| ***Other Municipal Staff*** | | | | | | | | | | |
| Basic Salaries and Wages | | 425 913 | 456 282 | 459 206 | 1 208 366 | 1 207 160 | 1 037 688 | 2 668 722 | 2 804 895 | 2 986 707 |
| Pension and UIF Contributions | | 53 667 | 69 526 | 69 559 | 204 262 | 198 255 | 175 282 | 416 175 | 433 416 | 458 506 |
| Medical Aid Contributions | | 25 039 | 41 635 | 33 694 | 99 608 | 96 966 | 83 279 | 217 844 | 226 345 | 240 025 |
| Overtime | | 22 994 | 27 263 | 25 532 | 67 333 | 65 399 | 58 937 | 137 528 | 145 471 | 154 218 |
| Performance Bonus | | 16 003 | 13 648 | 10 071 | 34 416 | 35 854 | 35 854 | 40 335 | 42 151 | 45 453 |
| Motor Vehicle Allowance | | 33 404 | 43 336 | 33 321 | 71 791 | 75 603 | 54 551 | 153 245 | 155 578 | 164 980 |
| Cellphone Allowance | | 1 173 | 1 419 | 1 479 | 8 741 | 9 763 | 7 368 | 9 933 | 10 036 | 10 697 |
| Housing Allowances | | 7 022 | 7 351 | 8 515 | 17 690 | 18 105 | 16 009 | 29 672 | 30 506 | 32 079 |
| Other benefits and allowances | | 17 513 | 39 300 | 60 914 | 45 073 | 49 500 | 38 610 | 160 999 | 165 440 | 176 169 |
| Payments in lieu of leave | | 956 | 9 509 | (700) | 14 754 | 7 165 | 7 136 | 31 227 | 33 069 | 35 125 |
| Long service awards | | 611 | 301 | 998 | 571 | 613 | 216 | 2 209 | 2 339 | 2 683 |
| Post-retirement benefit obligations | | | 6 724 | 21 435 | | 12 500 | 12 500 | 29 212 | 30 985 | 32 852 |
| **Sub Total - Other Municipal Staff** | | **604 297** | **716 294** | **724 024** | **1 772 606** | **1 776 882** | **1 527 430** | **3 897 101** | **4 080 231** | **4 339 495** |
| **% increase** | 4 | | **18.5%** | **1.1%** | **144.8%** | **0.2%** | **(14.0%)** | **155.1%** | **4.7%** | **6.4%** |
| **Total Parent Municipality** | | **716 858** | **830 211** | **832 974** | **2 009 051** | **1 965 508** | **1 720 680** | **4 397 100** | **4 582 326** | **4 886 079** |
| **% increase** | 4 | | **15.8%** | **0.3%** | **141.2%** | **(2.2%)** | **(12.5%)** | **155.5%** | **4.2%** | **6.6%** |
| **Board Members of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 421 | 451 | 482 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | 50 | 54 | 57 |
| Cellphone Allowance | | | | | | | | 12 | 13 | 14 |
| Housing Allowances | | | | | | | | 30 | 32 | 34 |
| Other benefits and allowances | | | | | | | | | | |
| Board Fees | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Board Members of Entities** | | | | | | | | **513** | **549** | **588** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Senior Managers of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 2 150 | 2 301 | 2 462 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | 8 | 9 | 9 |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | 100 | 107 | 114 |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Senior Managers of Entities** | | | | | | | | **2 258** | **2 416** | **2 585** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Other Staff of Entities** | | | | | | | | | | |
| Basic Salaries and Wages | | | | | | | | 30 | 32 | 34 |
| Pension and UIF Contributions | | | | | | | | | | |
| Medical Aid Contributions | | | | | | | | | | |
| Overtime | | | | | | | | | | |
| Performance Bonus | | | | | | | | | | |
| Motor Vehicle Allowance | | | | | | | | | | |
| Cellphone Allowance | | | | | | | | | | |
| Housing Allowances | | | | | | | | | | |
| Other benefits and allowances | | | | | | | | | | |
| Payments in lieu of leave | | | | | | | | | | |
| Long service awards | | | | | | | | | | |
| Post-retirement benefit obligations | | | | | | | | | | |
| **Sub Total - Other Staff of Entities** | | | | | | | | **30** | **32** | **34** |
| **% increase** | 4 | | | | | | | | **7.0%** | **7.0%** |
| **Total Municipal Entities** | | | | | | | | **2 801** | **2 997** | **3 207** |
| **TOTAL SALARY, ALLOWANCES & BENEFITS** | | **716 858** | **830 211** | **832 974** | **2 009 051** | **1 965 508** | **1 720 680** | **4 399 901** | **4 585 323** | **4 889 286** |
| **% increase** | 4 | | **15.8%** | **0.3%** | **141.2%** | **(2.2%)** | **(12.5%)** | **155.7%** | **4.2%** | **6.6%** |
| **TOTAL MANAGERS AND STAFF** | 5 | **643 220** | **751 484** | **761 634** | **1 856 821** | **1 848 383** | **1 599 630** | **4 069 137** | **4 257 216** | **4 526 876** |